

SUMMIT ON THE ECONOMIC STATUS OF KENTUCKY'S WOMEN

IMPLEMENTATION STRATEGIES: EDUCATION

A.1a. Requiring math education and higher literacy skills of all students during all four years of high school.

- A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)
- **Require 4 years of math in high school. Find a legislator (John Draud) to sponsor a bill to establish a policy.**
 - **Need to start earlier with elementary students – math takes confidence and lots of practice provide “dedicated math teacher” for every elementary school.**
 - **Have mentor for math-parents, students, honor students.**
 - **Make math applicable & fun to students lives so they see the value of good math skills.**
 - **Have teacher education on breaking the myth that girls can't excel in math ad science. Make teachers aware the girls are less called on and have different expectations.**
 - **Use existing curricula offered by businesses in state as adopted curricula for classes-practical application programs such as “give credit where credit is due” and other application modules. Fannie Mae (fin. literacy) Use CPE for teachers.**
 - **Develop materials on careers in math and science -- emphasize ways of “making a difference” and other aspects that appeal to women and girls.**
- B. Who are the people and/or organizations that should be involved or have a role?
- **Request and encourage businesses to set up math mentoring program for girls (non traditional)**
 - **Educators and other agencies deal with harassment girls face in classes.**
 - **Legislators**
 - **Department of Education and CPSE/Higher Education**
 - **Teachers Unions & women & girls organizations**
 - **Parents**
- C. If \$ is needed, what are the funding options?
- **Funding from state & businesses.**
- D. How can the word get out?
- **Create a Public awareness campaign to inform especially parents of the connection between math/science and job successes.**
 - **Releases; letters to legislation, lobbying by women's organizations, education.**

A.1b. Providing funding to encourage girls' interest in science, technology, engineering and math.

- A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)
- **Businesses to mentor and fund workshops and institutes for teachers and students.**
 - **National Science FDN grants**
 - **Summer Math & science camps for elementary and middle school girls.**
 - **Grants workshops for teachers**
 - **Contact girls organizations to develop/expand science, technology, engineering and math components.**
 - **State funded summer program for girls (similar to girls scholarship program) that addresses above critical issues.**
 - **Some schools already have “girls in math” program. Find model programs and spread it!**
- B. Who are the people and/or organizations that should be involved or have a role?

- **Businesses, universities, women and girls organizations, girl scouts, 4-H, girls in science, business pay summer interns (girls) form a co-op to fund programs, coalitions**

C. If \$ is needed, what are the funding options?

- **State legislature fund a commonwealth institute for math, science, tech for teen girls. State & federal funding agencies – get sponsors instead of state funding.**

D. How can the word get out?

- **Talk to everybody in Frankfort.**

A.1c. Providing leadership opportunities during the school year and in the summer for eighth-grade and younger girls.

A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)

- **Youth and community and women's organizations provide and organize programs for girls in school (form partnerships) for leadership development, e.g. service learning. Mandate service learning in High Schools at the state level.**

B. Who are the people and/or organizations that should be involved or have a role?

C. If \$ is needed, what are the funding options?

D. How can the word get out?

A.1d. Conducting a public-awareness campaign promoting girls' self-esteem, part of which would teach the benefits of careers in fields that women typically have not entered.

A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)

B. Who are the people and/or organizations that should be involved or have a role?

C. If \$ is needed, what are the funding options?

D. How can the word get out?

A.1e. Improving physical education and wellness/prevention education in schools and providing community education on nutrition and physical activity.

A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)

B. Who are the people and/or organizations that should be involved or have a role?

C. If \$ is needed, what are the funding options?

D. How can the word get out?

A.1f. Providing financial education (about making, spending, investing, saving and contributing money) for all girls at an early age.

A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)

- **Need overall agency to see this to schools and businesses**
- **Have a taskforce**
- **Tie it to work keys goals**

- How to save
- How to handle allowance
- Business involvement in K-12 – initiate a school business partnership i.e. Bankers coming into the classroom.
- Class-level based so information in age appropriate
- Create a model with one community before impacting state (Fayette Co – Apple Partners may work as model)
- Business make incentive program for employees to do community service

B. Who are the people and/or organizations that should be involved or have a role?

- Retired teachers, businesses, professional women, KY Bankers Association, Colleges, Faculty who teach in Business areas, Girls Inc., Girl Scouts, 4H, Berea College

C. If \$ is needed, what are the funding options?

- With the business community and agencies.
- National Endowment For Financial Education (NEFE)

D. How can the word get out?

- Flyer
- Letter
- Spam

OTHER:

- UK county extension “Reality store” (has been modified for use in colleges) – promote program throughout state.

A.1g. Encouraging public schools and colleges to evaluate textbooks and curriculum materials to ensure positive images of women and people of color.

A.1h. Promoting the accomplishments of women leaders as part of school curricula

A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)

- Use CD's/manuals to train teachers text book selection committee comply with educators
- National Women's History Project
- Direct Educators to on-line resources
- First Lady Unit Studies
- Establish network of women leaders who can provide “shadowing” mentoring/internships to Kentucky schools – begin with Summit conference list of attendees and build; use women as presenters with current curricula to provide practical application exercises in class room – encourage this use through CPA class on modeling behavior (A.1h.)

B. Who are the people and/or organizations that should be involved or have a role?

- Text Book selection committee
- Educators
- Parents
- Teachers and Administrators
- Community resources
- Libraries/librarians
- Business/civic organizations

C. If \$ is needed, what are the funding options?

- Business Community

D. How can the word get out?

- March – Women's History Month

- **Teach children early (Early Child. Education) about diversity and women's accomplishments**
- **Women in High Profile – visit schools and do specific related activities with children. (career days)**

A.2a. Continuing public support for state and local adult literacy programs.

- A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)
- **AD Campaigns – churches, bus. To Promote Literacy i.e. businesses to promote reading campaigns (dollar general. “Shame” other bus to follow suit.)**
 - **Reeducate businesses to use existing funding for adult literacy**
- B. Who are the people and/or organizations that should be involved or have a role?
- **Local big businesses, churches, etc.**
- C. If \$ is needed, what are the funding options?
- **Money comes from big businesses/look into grant opportunities.**
- D. How can the word get out?
- **Literacy centers, KY Dept of Education Social Service Agencies.**

A.2b. Providing information about how to get financial help for attending college.

- A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)
- B. Who are the people and/or organizations that should be involved or have a role?
- C. If \$ is needed, what are the funding options?
- D. How can the word get out?

A.2c. Using as fully as possible the provisions in the federal welfare law (Temporary Assistance to Needy Families or TANF) that allow for support of education and training for welfare recipients, with emphasis on support for recipients who participate in programs that grant college degrees.

- A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)
- **Using TNF more fully**
 - **Look at already existing models that support KTAP – KY Temp.Assistance Program Students**
 - **Women in transition – Lori Anne Griffy – Jefferson Community College**
 - **Project Women – Louisville**
 - **Virginia Place – Lexington, KY**
 - **1 case worker at community based services for students (e.g. Madison County)**
 - **Women's studies Program at U of L to hire TANF students (Dr. Nancy Theriot, Women's Studies Dir. At U.of L.**
 - **Women in Construction**
 - **Little Cardinals – UofL and Head Start**
 - **“Lab schools” – partnerships for TANF parents, their children and university college of education professors and students, e.g. KSU program.**
 - **Expand KTEP support models (e.g. at Berea) at universities to community and tech colleges**
 - **Investigate other state and international models**
 - **Franklin county schools program in evening for computer access for parents (for info, courses, etc.) and educational programs for kids simultaneously uses volunteers from PTA.**
 - **Investigate models like federal government and military in which tuition assistance is provided for high demand jobs in underserved areas (tuition paid in return for commitment to work in needed area for x number of years).**

- **Assimilate and compile these models and related information for distribution especially to TANF offices.**
- **Every college/university needs on-site day care controlled by the university; involves discussion with Risk Management, legal council, legislation**

B. Who are the people and/or organizations that should be involved or have a role?

- **Colleges, community based services (DCBS)**

C. If \$ is needed, what are the funding options?

- **Business-College-Community Partnerships –government (specifically local government) and non-profits like United Way.**
- **Grants**
- **College Development offices**

D. How can the word get out?

- **KTEP coordinators**
- **Public Service Announcements (PSA's)**
- **DCBS**
- **Kentucky Commission of Women**
- **College Admission Offices and Academic Advisors**

A.2d. Requiring colleges and technical schools to reduce the barriers to education for low-income working women, Kentucky Temporary Assistance Program (KTAP) recipients, women in transition (formerly displaced homemakers) and mothers wishing to return to school by publicizing existing educational opportunities for women.

A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)

B. Who are the people and/or organizations that should be involved or have a role?

C. If \$ is needed, what are the funding options?

D. How can the word get out?

A.2d.1. Institutions should take full advantage of federal financial aid programs and advocate for changes in those programs that would enable nontraditional, part-time students to qualify for them.

A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)

- **Advocate for changes in the eligibility formula (state & federal)**
- **Pair with recommendations from Career Guidance Groups of B2 or B3 – Educate guidance counselors (high school) through CPE credits on financial aid options and how to investigate sources not usually tapped.**
- **Mandate for all post secondary insurance to complete financial aid files for all students, regardless of the credit hours enrolled.**
- **Reevaluate cost of attendance at institutions to reflect accurate cost of expenses (housing, transportation meals – add cc when needed)**
- **Create a website with the financial aid forms and tutoring for how to fill the forms out. These are intimidating forms! Include contact information to reach a person for help.**

B. Who are the people and/or organizations that should be involved or have a role?

- **KY NASFAA**
- **KY NACAC**
- **ACE**
- **CPE**
- **Microsoft-'Certification Programs**

- **Legislators**

C. If \$ is needed, what are the funding options?

- **Re-authorization**
- **U.S. Congress and state government**

D. How can the word get out?

- **KY NASFAA**
- **KY NACAC**
- **ACE**
- **CPE**
- **Microsoft-'Certification Programs**
- **Legislators**

A.2d.2. Institutions should help with finances. Each institution should designate a financial aid officer to specialize in assisting single women and welfare recipients; give priority to providing scholarships to women who are part-time students, especially mothers and employed women; and try to keep tuition as low as possible.

A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)

- **One stop shop for access 2nd education (PSE)**
- **Increase EOC's**
- **Outreach**
- **Team approach/triage**
- **Ready to work program**
- **Discuss issue with presidents of independent colleges and public universities as to a way to increase enrollment.**
- **Develop database of financial aid available to special groups – women with children, 2nd career, etc.**
- **Recruit support of High School Counselors**

B. Who are the people and/or organizations that should be involved or have a role?

- **Institutions, CPE**

C. If \$ is needed, what are the funding options?

- **Reallocating funds**

D. How can the word get out?

- **Institutions**
- **Publications**
- **Dept. Community Based Services**
- **Church**
- **Agencies**
- **FRC/Youth Services**

A.2d.3. Institutions should provide more child care services. Women need better access to child care, especially during evening classes when such services are harder to find.

A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)

- **Have child care options for part-time students and non-potty trained children.**
- **Have child care info at 1 stop shop and at sites where student information is available.**
- **Voucher system to provide child care/babysitting in homes in the evening while parent goes to college.**

B. Who are the people and/or organizations that should be involved or have a role?

- **Regional child care director/contractor**

- **Campus should train student services specialist.**

C. If \$ is needed, what are the funding options?

- **Reinstate funding for child care for low income students**
- **Grants- apply for federal grants to fund for child care.**

D. How can the word get out?

- **Regional child care director – agencies churches -1 stop shop**

A.2d.4. Institutions should provide more opportunities by expanding the Ready to Work program in Kentucky's community and technical colleges.

A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)

- **Support federal legislation funding that supports/counts PSE as accountable activity**
- **Increase politician awareness of the program (lobby)**

B. Who are the people and/or organizations that should be involved or have a role?

- **Ready to work coordinators**
- **Students – word of mouth**
- **Professional organizations – BPW, AAUW, CPE, American Association for Community Colleges, college presidents**

C. If \$ is needed, what are the funding options?

- **Community sponsorship**
- **State Federal Funding**
- **Increase state work study funding**

D. How can the word get out?

- **See B & C**

A.2d.5. Institutions should expand flexible scheduling (evening/weekend/online/accelerated classes) to allow students with work and family responsibilities to complete an entire program of study.

A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)

- **Financial aid office needs to accommodate**
- **Take the Campus to the community where students can access**
- **Expand KYVU and Publicize**
- **Expand the use of modular classes**
- **Expand use of cohort/compressed classes.**

B. Who are the people and/or organizations that should be involved or have a role?

- **Institutional administrators and faculty**

C. If \$ is needed, what are the funding options?

- **Reallocate current resources**

D. How can the word get out?

- **Highlight options in college publications FRC's, GED centers**

A.2d.6. Institutions should ensure a safe environment in which all women can learn by offering violence prevention programs at all public universities.

- A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)
- **Provide freshman orientation programs**
 - **Student groups to become activists on this topic**
 - **Integrate education into freshmen seminar courses such as UK 101; offer to state and private colleges.**
 - **Incorporate information about safe conduct into Freshman orientation classes. Have info about date rape/self defense/ how to access college security if it exists. Lots to discuss here.**
 - **Quick Win – Request that the University of Louisville share its “Promising Model” with the other state colleges and universities for adaptation.**
- B. Who are the people and/or organizations that should be involved or have a role?
- **Student Life Personnel**
 - **Campus Police**
 - **Campus Judicial Officers**
 - **Counseling Center**
 - **Civic Agencies**
 - **Peer Educators**
 - **Human Resources**
 - **Student Govt. SANE/SART Programs**
- C. If \$ is needed, what are the funding options?
- **VAWA funding through the office of justice programs in D.C. Private funding/corporations**
- D. How can the word get out?
- **Press conference**
 - **Media coverage**
 - **Newspaper**

A.3a. Modifying existing educator training to prepare teachers to promote the study of science, technology, engineering and math among girls. Educators also should be trained to promote financial literacy and higher education/lifelong learning in the early grades.

- A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)
- **Review state accreditation requirements and teacher standards – QW**
 - **Present results/benefits to education professional standards Board – QW**
 - **Revise state standards to reflect recommendations**
 - **Hold colleges/universities accountable**
- B. Who are the people and/or organizations that should be involved or have a role?
- **KY Education Professional Standards Board**
 - **Association of Independent KY colleges & universities**
 - **Council on Post Secondary Education**
 - **Economics Education Counsel**
- C. If \$ is needed, what are the funding options?
- **No “new” \$\$\$, reallocation of existing resources**
- D. How can the word get out?
- **Presentations at KACTE (The Kentucky Association for Career and Technical Education) & KATE**

A.3b. Mandating that all Kentucky high schools and colleges regularly provide training to educators about sexual harassment, intimate partner violence, gender bias and appropriate classroom climate.

- A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)
- **Ed of Comm.**
 - **Creating Ed in high school and college**
 - **Ed. Educators**
 - **Getting literature out to local organizations.**
 - **CPE Credit through Educational Professional Standards Board on this subject.**
 - **Address “bullying” and what violence this could lead to.**
 - **Accurately report college/campus incidence of violence on campus**
- B. Who are the people and/or organizations that should be involved or have a role?
- **Campus police/local police**
 - **Students/student groups**
 - **Parents**
 - **Educators**
 - **Community Services -- Girl Scouts has a program**
 - **Specifically, some people who could help would be staff (educational staff) from Children’s Advocacy Centers, Rape Crisis Centers & DV Shelters who already do some of this.**
- C. If \$ is needed, what are the funding options?
- **Federal funding**
 - **Private-banks, local merchants, community**
 - **United Way**
 - **Corp**
- D. How can the word get out?
- **Public Education**
 - **Forums in community/schools**
 - **Literature distribution to local organization**
 - **Newspaper/tv**

A.3c. Providing all Kentucky teachers with training and materials about how to achieve gender equity in the classroom. They also should be trained in how to work effectively in diverse classrooms and to address multi-cultural needs.

A.3d. Training all teachers to address issues of sexism and racism in the classroom.

- A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)
- **Develop consciousness raising, sensitivity training programs for educators e.g. via peer – mediation programs for conflict resolution concurrent with Development of self-esteem in relation to diversity issues.**
 - **Identify training materials (resources)**
 - **Target certain geographical areas for first exposure (Lexington, Louisville, college, Greater Cincinnati area)**
 - **Give Ky Dept of Education a copy of the report and ask them to explain why this is still a problem....get back to work!**
 - **Have the “cultural diversity” clubs organizations regularly come in and highlight a culture. Could have migrant workers come and share their story/music/traditions etc.**
- B. Who are the people and/or organizations that should be involved or have a role?
- **Teaching Tolerance (Southern Poverty Law Center)**
 - **NCCJ**
 - **AAUW**
 - **Offices of Minority Affairs and Women’s Studies Programs at KY Colleges & Universities**
 - **Girl Scouts has great program in this area.**
 - **National Women’s Studies Association (General Equity and Multi-cultural)**

- **Cooperative extension programs in state universities**

C. If \$ is needed, what are the funding options?

- **Collaborations with (B) and service-learning programs, leveraging, matching, shared costs.**

D. How can the word get out?

- **List servers and existing newsletters.**

A.3d. Training all teachers to address issues of sexism and racism in the classroom.

A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)

- **Human Rights Clubs/Multi-Cultural studies**
- **Geography of area**
- **Promotion of Tolerance/Equality**
- **Create common goals**
- **Dispel MYTHS and Stereo Typing**

B. Who are the people and/or organizations that should be involved or have a role?

- **Parents**
- **Educators/Adm.**
- **Community Organizations (churches)**

C. If \$ is needed, what are the funding options?

- **Use funding already allocated for text books.**

D. How can the word get out?

- **Posters/literature**
- **Verbal comm. of community**

A.3e. Offering continuing education in Title IX issues, from kindergarten through college.

NOT ADDRESSED—NOT ENOUGH EXPERTISE ON TITLE IV

A.4a. Conducting a public awareness campaign that educates people about resources and opportunities for postsecondary education, including community colleges and the Kentucky Virtual University.

A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)

- **Distribute “Getting Started” more widely and educate users how to use it. Encourage speakers to publicize it to their audiences.**
- **ID Potential distributors of info such as welfare offices, organizations.**
- **Start with grassroots, schools, ext offices, churches, Girl Scouts**
- **Results of survey become compiled in easily readable format (8threading level)**
- **What is already in place through higher education Association – Kentucky Department of Education and CPE?**
- **Use CPE credit to provide more information to guidance/career counselors and teachers to give them information on all choices/options. (Agency to oversee- Edu. Prof. Studies Board)**

B. Who are the people and/or organizations that should be involved or have a role?

- **All state professional organizations that deal with adult students, recruitment or continued education.**
- **Offices of CPE/KY Dept of Education develop survey to ID resources and opportunities for post-secondary education.**

C. If \$ is needed, what are the funding options?

- **More money for printing**
- **Electrical dissemination**
- **Create a public awareness Task Force composed of private organizations of chamber of Commerce Leading Women's group, Ky Broadcasters to spearhead media campaign**

D. How can the word get out?

- **Create a public awareness Task Force composed of private organizations of chamber of Commerce Leading Women's group, Ky Broadcasters to spearhead media campaign.**
- **(Note A above) Use CPE credit to provide more information to guidance career counselors and teachers to give them info on all choices/options. (Agency to oversee Education Professional Standards Board)**
- **Continual awareness through media print and electronic internet website.**

Recommendation: A.4b*. Creating and distributing a free directory of educational opportunities in electronic and print versions, making it available to all middle and high schools as well as centers for women, children and families.

The report inadvertently included two A.4b's.

A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)

- **Identify existing directories/websites, etc. for tech schools, summer programs, other educational opportunities (High School and above) Local, Statewide, Nationwide.**
- **Contact Media (newspapers, radio stations, local use access TV)**

B. Who are the people and/or organizations that should be involved or have a role?

- **KEA, other government agencies make available through existing channels.**
- **Utilize local libraries, family resource centers, extensions offices, etc.**

C. If \$ is needed, what are the funding options?

- **Government funding (state, regional, local)**
- **Private organizations, corporations give support**

D. How can the word get out?

- **See B**

A.4b. Enlisting business organizations in a statewide effort to encourage employers to give employees paid time off to volunteer in their children's schools. Parental involvement in schools is one key to learning success for both girls and boys.

The report inadvertently included two A.4b's.

A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)

- **Family oriented/educational friendly businesses (i.e. Wal-Mart, Target) should set the example. Can be used in ad campaigns to demonstrate "We Care" attitude.**
- **"Shame" other businesses to participate.**
- **Refocus businesses to donate employee time, not money in the usual sense.**
- **Schools will provide lists of participating companies to parents.**
- **Encourage parents to go to their employers to provide this employee benefit.**
- **State government and universities and colleges should also be models to encourage private sector participation.**

B. Who are the people and/or organizations that should be involved or have a role?

- **See D**

C. If \$ is needed, what are the funding options?

- **Businesses must bear the burden of funding**

D. How can the word get out?

- **Get the word out via: PTA, Board of Education, Chamber of Commerce, local government, college and universities.**

A.4c. Offering education on ways to increase girls' self-esteem at critical points in their development.

A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win—QW)

- **Identify available (effective) materials/resources for developing self-esteem.**
- **Girl scouts (if costs involved, seek scholarship/ funding)**
- **AAUW (American Association of University Women)**
- **Teaching Tolerance (Southern Poverty Law Center)**
- **Encourage mentoring/service learning activities between older and younger children at all levels (middle school to pre-k and K, HS to Middle School, college to middle school and HS, professional orgs to young professionals and college)**

B. Who are the people and/or organizations that should be involved or have a role?

- **Family resource centers/PTA and F&CS extension work with parents to help in home environment (e.g. "Parent University" in Boyd Co.)**

C. If \$ is needed, what are the funding options?

- **Most programs listed would have funding available or built-in.**

D. How can the word get out?

- **KEA, extension offices, youth groups, churches, community centers, personal contracts. Provide with a listing of resources (see A).**

A.4d. Providing scholarships for families who cannot afford leadership and mentoring programs for girls.

A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)

- **Scholarships for leadership/mentoring**
- **Organizations/businesses, etc.**
- **Adopt a girl scout/needful child and fund/mentor through High School**
- **Professional organizations should commit resources to this**
- **Important for commitment to be long-term**
- **Sponsor a girl scout troop. Waive/find costs of joining participating for low income girls.**
- **Solicit foundation/private source funding**
- **Seek faith based support**

B. Who are the people and/or organizations that should be involved or have a role?

- **Businesses, organizations, individuals churches, girl scouts and similar organizations, YWCA, youth services organizations – whoever provides mentoring**

C. If \$ is needed, what are the funding options?

- **Sponsorship**
- **Faith based funds**
- **Private foundations**

D. How can the word get out?

- **Communicate with B**

B.1. Encouraging long-term educational planning for girls.

A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)
Repeated and consistent appropriate exposure to career and educational opportunities (starting at elementary level) such as :

- **Career day in all schools starting in elementary schools**
- **“Reality Store” (4-H) – middle schools**
- **Gear-Up program – middle schools**
- **Field Trips to Colleges – middle schools and high schools (excused absences and school sponsored)**
- **Shadowing programs – all levels**
- **Info re: scholarships and financial aid “early awareness”**
- **KEES (KY educational excellence scholarship)**
- **Computer access for all high school students about colleges, financial aid and scholarships.**
- **Research and strengthen KERA (Kentucky Education Reform Act) re: all of above**
- **Classes or modules (not just guidance counselors) to “house” all of the above**
- **Double check that education and career resources are available and utilized in all schools.**

B. Who are the people and/or organizations that should be involved or have a role?

- **4-h, Girl Scouts**
- **Kentucky Department of Education, Kentucky Higher Education Assist. Authority**
- **Kentucky Virtual University**
- **Women in Business Groups**
- **Professional Women’s Groups – Business and Professional Women of Kentucky**
- **Commission on Women**
- **Kentucky Virtual Library**
- **Counselors, parents, teachers, community leaders**
- **Kentucky Counselors Association (KCA)**

C. If \$ is needed, what are the funding options?

- **College – sponsored “one-stop-shopping” web pages for activities listed in A.**
- **Resource Centers**

D. How can the word get out?

- **KET, newsletters, list-serves, etc. of groups in B.**
- **KCA, extension newsletters, College of Education professors and students**

B.2. Providing earlier, improved, comprehensive career guidance (for girls).

A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)

- **National Career Guidance Counseling standards – make a defined part of school counselor job by law/A.R. via KSCA, KDE. Established legal job definition for school counselors. They are often used as administrators.**
- **Use summit participant contact list as initial list of statewide women professionals who will agree to participate in job internships/shadowing programs for high school and college students. –QW. Build list from here to encourage middle school, high school and college girls to consider on-traditional careers.**
- **Begin statewide education program for high school guidance and college career counselors to assist them in encouraging women to enter non-traditional fields. To build women’s career confidence based on skills and competencies seen in GPA/courses taken.**
- **(KY Commission on Women – KCTCS – State College Systems)**
- **Make age appropriate career exploration/awareness, decision-making tasks a required part of school curricula/counselor job descriptions K-12.**
- **Provide materials and presentation at regional state student affairs conference on women’s career choice.**

- **Encourage programs that provide a career exposure during “Take Your Daughter to Work” Day or other “Career Days”. Tie the experience into classroom activities.**

B. Who are the people and/or organizations that should be involved or have a role?

- **KY School Counselor Association, KY Department of Education**

C. If \$ is needed, what are the funding options?

- **KSCA, KDE**

D. How can the word get out?

- **Via Schools KDE, KSCA**
- **Addendum: permit hiring of LCSWS, LPCC’S, CIS School Counselors (w/o teaching certificates) Shortage/crisis – Law/AR-KDE, KASW, LPCC Board, KCA**

B.3. Distributing more information and developing a database of student career information for advising and resource purposes

A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)

- **Est. online clearinghouse of resources through Kentucky Virtual University, Kentucky Virtual High School, Kentucky Virtual Library, etc (from existing sources such as www.kheaa.com, www.acinet.org(wages/trends), college/financial aid information**
- **www.bls.gov and colleges via (PE/KAIC/KTCS) TO CREATE INTERACTIVE CLICK-THROUGH WEBSITE CONTAINING INFORMATION ON: COLLEGES-MAJORS-CAREERS-OUTLOOK/WAGES-APPRENTICESHIPS, INTERNSHIPS, FREE NET-BASED CAREER COUNSELING USING ACT DISCOVER (ONE STOPS/WIAPAY SITE LICENSE)...LIKE MODEL SITE, WWW.ICPCC.ORG & cross tabbed like act discover (IN).**
- **Take “The Report” with this recommendation highlighted to Board of Education and ask why this is still an issue – Do Their Job! Carry this down to the elementary level.**

B. Who are the people and/or organizations that should be involved or have a role?

- **Kentucky Higher Education Assistance Authority (KHEAA), Kentucky Virtual University (KYVU)/Kentucky Virtual Library (KYVL)/Kentucky Virtual High School (KYVHS)/Kentucky Virtual Adult Education (KYVAE), Counsel on Post-Secondary Education (CPE)-KIIAC-Kentucky Community and Technical College System (KCTCS), ACT, Workforce Investment Act (WIA) One stop, KY DTR**

C. If \$ is needed, what are the funding options?

- **WIA One-stop should pay for ACT Discover (net based) site license fee because they are federally mandated to provide career counseling as a core universal service to all. GOHIGHERKY.org is already \$, in progress**

D. How can the word get out?

- **KHEAA, colleges, schools PR blast (media, TV, radio, newspaper articles, spam, announce in KHEAA Publications/mailings.**

B.4. Aggressively disseminating information about business and career opportunities to prospective college and technical-school students to encourage them to develop the necessary skills.

A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)

- **KY. Commission on Women (subcommittee assignment) create guidance packet/model on program for career planning/guidance/modeling for middle school students and distr. To women’s groups in local communities to use as service projects.**
- **College/community organization partner to adopt and elementary/middle school class to mentor.**
- **Parent forums on choosing careers, taking college entrance exams, etc. for elementary students**
- **Quick Win – Ky Comm on Women est. a task force to create a model for this type of program and to address issues of funding and marketing.**

- **Quick Win – Establish a KCW Network with membership feeds and regional groups like a state professional organization with reg. Chapters) to address all women’s issues. Market to businesses and college students.**

B. Who are the people and/or organizations that should be involved or have a role?

- **KY Commission on Women/Local business and professional women, etc**
- **KY Commission on Women to do guidelines/model and market**
- **Offered through social services agencies, Wal-Mart & other community businesses**

C. If \$ is needed, what are the funding options?

- **Colleges & community organizations (same as above)**
- **Offer through community agencies with free childcare and food, etc.**
- **Use funding from local agencies who will support.**

D. How can the word get out?

- **Community agencies, churches, PSA radio announcements, Walmart, community businesses.**

B.5. Providing needed services by making sure all of the state’s One-Stop Career Centers provide a full range of the services women need.

A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)

- **One Stop Career Centers (OSCC’s)**
- **Successful ones need to establish and share best practices**
- **Extensively train staff**
- **Provide resources needed to run effectively**
- **“Audit” One Stop Centers regularly and have information for improvement hold them accountable.**
- **Ask women what is issuing; how OSCCS can provide better services? Client evaluation**
- **Formal intake and Follow-up with clients**

C. Who are the people and/or organizations that should be involved or have a role?

- **O.S.C.C.’s**
- **Employers**
- **Outplacement Services**
- **Colleges/Universities**

C. If \$ is needed, what are the funding options?

- **State funding**
- **Federal grants**
- **Private Sponsorship/foundations**

D. How can the word get out?

- **Employers, agencies, churches, food stamps, Welfare, family services**
- **From OSCC – Brochure, newsletter, website.**

B.6. Creating career-development programs to help women negotiate employment packages and learn techniques for conflict resolution.

A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)

- **Use state Society for Human Resource Management (SHRM) Chapter as speakers bureau to offer career guidance programs through community organizations (churches, co. ext. agents, social service organizations and girl scouts...etc.)**
- **Career centers should use regionally specific figures in salary education**
- **Quick Win – Develop career mentoring program within this group to provide women with information and inspiration in salary negotiation and career planning.**

- B. Who are the people and/or organizations that should be involved or have a role?
- C. If \$ is needed, what are the funding options?
- D. How can the word get out?

B.7. Ensuring access to technology by making access to the Internet and computers more widely available through public institutions such as libraries for use by female students who do not have computers at home.

- A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)
 - **Enhance the KY Commission on Women website to include (expand) information on technology access.**
 - **Expand continuing Education to include attention to low-income students (minimize cost for this group).**
 - **Encourage county government to give refurbished computers to students who completed GED and to others.**
- B. Who are the people and/or organizations that should be involved or have a role?
 - **Cooperative extension officers across the state**
 - **Community college systems (KCTCS)**
 - **Public Libraries Across state**
 - **High School Libraries & Services (all school levels)**
 - **RSVP – retired...Volunteer Programs**
 - **Computer Retailers (to offer free classes like “Computer Connection Plus” in Ashland)**
- C. If \$ is needed, what are the funding options?
 - **Training grant to support travel, etc.**
 - **KCTCS**
 - **Career Centers**
 - **IBM for funding**
 - **Utilize existing budgets of agencies in “B”**
- D. How can the word get out?
 - **Each agency will develop own marketing strategies**

B.8. Providing incentives for businesses that provide broadband access to rural communities and under-served populations.

- A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)
 - **Forget broadband (too expensive). Focus on Wireless Technology because more economical to underserved population areas. Expand the existence of towers for signals.**
 - **Encourage the legislature about incentives for businesses. (Sprint, Cingular, AT&T, etc.)**
- B. Who are the people and/or organizations that should be involved or have a role?
 - **Sprint, Verizon, AT&T wireless; Cingular etc.**
 - **Federal Communications Commission (FCC)**
 - **Ky Regulatory Commission**
- C. If \$ is needed, what are the funding options?
 - **Use tax money (tax relief)**
- D. How can the word get out?
 - **Ky Commission on Women, Lobby Legislature**
 - **Report**
 - **LRC – Legislative Research Commission**

B.9. Meeting the needs of a diverse population. Increasing public support of Limited English Proficiency programs for Kentucky's immigrant population as well as other programs for diverse populations which already have English proficiency.

- A. What are the tasks to be done and/or the activities to be initiated? (If within 6 months, highlight as a quick win--QW)
- **Encourage the National Ad Council to develop and "AD" Campaign/Public Awareness of the need for increased opportunities for foreign languages**
 - **Encourage KY Dept of Education (KDE) to expand Language opportunities for ALL primary elementary students.**
- B. Who are the people and/or organizations that should be involved or have a role?
- **KDE**
 - **Family Literacy Partnerships**
 - **Success by Six, Jump Start; Head Start**
 - **Pre-School Saturday School**
 - **Ky Dept for Adult Education and Literacy**
- C. If \$ is needed, what are the funding options?
- **Public Service Ads**
- D. How can the word get out?
- **Through committee to market to Ad agencies (Educators - Grass Roots)**

Education Wrap-Up

Unless we address mentality of types of jobs – profitable jobs:

"If women can do it – it can't be too hard" → eliminate that devaluing mentality

Because education doesn't have:

- Supply-demand
- Instant profit margin

It isn't valued because its not shown dollar amount on what it means to the economy.

Consider what the women want as a choice.

Some young girls man not known enough about the higher tech/ higher paid jobs and get a good knowledge base.

Bill Brundage – New Economy

Need an office under the New Economy (etc.) to act as a hub for theses organizations/ and information exchange.

Process has been very democratic.

Can choose what you are interested in.

Trying to talk about more focused things instead of the more global things.

At the same time we are trying to get more women into math and science jobs, but we need to help raise the salaries.

Economic factors (get edited out 1st draft) – raise salaries of teachers.

Incredible to see all the women at different education, job levels across the state. All the energy is inspiring.

Partnerships and need to cross areas to work together, across agency and association/organizations to expand across the state instead of doing on our own.

There are resources available – to not reinvent the wheel. Need success stories and models.

Parking Lot Issues

Each institution should designate a student services generalist to specialize in assisting women through the processes of applying for admission and financial aid, career counseling, academic advising and student support.

Find a way to lower cost of online classes/programs through Kentucky Virtual University to make more affordable/accessible for women. (Classes now range \$600-\$950/class).